

# ESG Standards

## ESG

### Enviromental

<b>Photovoltaic Technology (Suntel Group)</b>	<b>BREEAM Certified Buildins</b>	<b>Buidings in CREIF with Eco Label</b>
---	----------------------------------	---

In addition to photovoltaics within the Suntel Group, the preparations for installation of photovoltaics on the roofs of shopping centres within the CREIF Fund are already underway.

We minimize energy burden of all our buildings, for instance, all logistics buildings must have at least BREAMS Gold or Excellent certification.

Based on the current situation, we are updating portfolio, reducing energy intensity of the buildings and supporting electromobility, especially in the regions.

### Social

<b>DRFG Foundation</b>	<b>Public and Non-profit Organisations</b>	<b>Equal Opportunities for all Genders</b>
------------------------	--	--

We support a number of social, cultural and sports projects. Entrepreneurship is not just a tough business, there is also a human side to it and a wider social impact.

We also support several non-profit organisations and collaborate with universities, thus participating in interesting projects.

All job positions in our Group fully support equal opportunities for all, regardless of gender, race, nationality, ethnicity, sexual orientation, age and religion.

### Governance

<b>Business Ethics</b>	<b>Conformity</b>
------------------------	-------------------

We clearly set out the policies and rules for ethical conduct of our employees, both outside the organisation and internally towards each other.

We believe that we can only achieve success by following strict rules, and therefore we comply with much more than only legal standards.